

VIGLACERA CORPORATION - JSC
VIGLACERA TIEN SON
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

No: 403/VIT-TCKT

Bac Ninh, April 24, 2026

ANNOUNCEMENT

"Re: Date of the 2026 Annual General Meeting of Shareholders"

To:

- **The State Securities Commission;**
- **The Hanoi Stock Exchange;**
- **The Vietnam Securities Depository and Clearing Corporation;**
- **Valued Shareholders of Viglacera Tien Son Joint Stock Company.**

Viglacera Tien Son Joint Stock Company would like to formally announce the schedule for the 2026 Annual General Meeting of Shareholders as follows:

- Security Name: Share of Viglacera Tien Son Joint Stock Company
- Ticker Symbol: VIT
- Security Type: Common share
- Par Value: VND 10,000/share
- Exchange: HNX
- Record Date: April 15, 2026
- Exercise Ratio: 1:1 (01 share carries 01 voting right)
- Meeting Time: 08:30 AM, May 20, 2026
- Venue: Viglacera Tien Son Joint Stock Company - Tien Son Industrial Park, Dai Dong Ward, Bac Ninh Province.

The Invitation Letters will be sent to Shareholders based on the shareholder list finalized on April 15, 2026. All documents related to the Meeting's agenda will be published on the Company's website at: www.viglacerationson.com.

Respectfully announced!

Recipients:

- As mentioned above;
- Filed: Admin & Human Resources Dept.



GIÁM ĐỐC CÔNG TY
Lê Tiến Dũng

VIGLACERA CORPORATION - JSC
VIGLACERA TIEN SON
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom - Happiness

....., 2026



**CONFIRMATION OF ATTENDANCE / POWER OF ATTORNEY
FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA TIEN SON JOINT STOCK COMPANY**

Shareholder Name:

ID Card/Passport/Business Registration No.:

Date of Issue: Place of Issue:

Number of Shares Owned:

Pursuant to the Meeting Invitation from Viglacera Tien Son Joint Stock Company, I hereby confirm my participation in the 2026 Annual General Meeting of Shareholders as follows:

Content	Shareholder's Signature
(1) Attending in person	(2)
(3) Authorized another person to attend, with details as follows: Authorized Representative: ID Card/Passport/Business Registration No.: Date of Issue: Place of Issue: Signature of Authorized Representative (Please state full name): Or The Shareholder may authorize one of the following persons (please check the box of the authorized person): 1. Mr. Doan Hai Mau – Chairman of the Board of Directors 2. Mr. Le Tien Dung – Director of the Company, Member of the Board of Directors 3. Mr. Mai Xuan Duc – Member of the Board of Directors 4. Ms. Nguyen Thi Tham – Member of the Board of Directors 5. Mr Dinh Quang Huy - Member of the Board of Directors	(4)

Note: Shareholders are requested to provide full information and:

- If attending in person: Please sign for confirmation in box (2).
 - If authorizing another person to attend the Meeting: The Shareholder must sign for confirmation in box (4). The authorized person shall provide their full information and sign for confirmation in box (3).
- Shareholders are kindly requested to Fax this confirmation form in advance (the signature of the authorized person may be temporarily omitted) to Viglacera Tien Son Joint Stock Company at Fax number: 0222.38383917 before May 20, 2026, or send via email to: ir@viglaceratienson.vn.

For further inquiries, please contact: Finance & Accounting Department – Ms. Nguyen Thi Thuy Ha at 0988.089.177.



VIGLACERA CORPORATION - JSC
VIGLACERA TIEN SON JOINT STOCK COMPANY

Address: Tien Son Industrial Park, Dai Dong Ward, Bac Ninh

Province Tel: 0222.3839395 - 0222.3839390

Fax: 0222.3838917

Website: www.viglaceratienson.com

Email: ir@viglaceratienson.vn

INVITATION

To: Valued Shareholders of Viglacera Tien Son Joint Stock Company

You are cordially invited to attend:

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VIGLACERA TIEN SON JOINT STOCK COMPANY

Time: 08:30 AM, May 20, 2026

Venue: Viglacera Tien Son Joint Stock Company

Tien Son Industrial Park, Dai Dong Ward, Bac Ninh Province.

It is our great honor to welcome you!

CHAIRMAN OF THE BOARD *Nel*
CỘNG TY
CỔ PHẦN
VIGLACERA
TIEN SON
TỈNH BẮC NINH
ĐOÀN HAI MAU

VIGLACERA CORPORATION - JSC
VIGLACERA TIEN SON
JOINT STOCK COMPANY



AGENDA
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Time: May 20, 2026

Venue: Tien Son Industrial Park, Dai Dong Commune, Bac Ninh Province

No.	Estimated Time	Content	Department/Person in charge
1	8h00 - 8h30	Reception and Shareholder Registration	Reception Team
2	8h30 - 8h35	Opening Statement	Mr. Pham Huu Nguyen – Vice Chairman of the Trade Union
3	8h35 - 8h40	Report on Shareholder Attendance Qualification Check Introduction of Delegates	Mr. Bui Anh Dung
4	8h40 - 8h45	Introduction of the Chairpersonship and the Meeting Secretariat	Mr. Pham Huu Nguyen introduces the Chairperson (Chairman of the BOD) The Chairperson introduces members of the Chairpersonship and the Secretariat
5	8h45 - 8h50	Introduction and Voting to approve the Vote Counting Committee	The Chairpersonship (Mr. Le Tien Dung – BOD Member, Director)
6	8h50 - 8h55	Approval of the Meeting Agenda	The Chairpersonship (Mr. Doan Hai Mau – Chairman of the BOD)
7	8h55 - 9h00	Presentation of the Meeting Regulations	Mr. Nguyen Xuan Dong – Secretary of the BOD, Chief Accountant
		<i>Approval of the Meeting Regulations</i>	The Chairpersonship (Mr. Doan Hai Mau – Chairman of the BOD)
8	9h00 - 9h15	Report of the Board of Management (CEO/ Director)	Mr. Le Tien Dung – BOD Member, Director
9	9h15 - 9h25	Report of the Board of Directors	Mr. Doan Hai Mau – Chairman of the BOD
10	9h25 - 9h35	Report of the Supervisory Board	Mr. Nguyen Quang Hai – Head of the Supervisory Board
11	9h35 - 10h00	BOD's Proposals for the General Meeting's Approval	Mr. Doan Hai Mau – Chairman of the BOD
		<i>Report on the Amendments and Supplements to the Charter...</i>	Mr. Nguyen Xuan Dong – Secretary of the BOD, Chief Accountant
		<i>Report on the Merger Plan of Viglacera Ceramic Tiles Trading Co., Ltd.</i>	Mr. Mai Xuan Duc – BOD Member
		<i>Report on the Autoclaved Aerated Concrete (AAC) Project</i>	Mr. Nguyen Chi Hoa – Deputy Director
12	10h00 - 11h10	Collection of Voting Ballots and Vote Counting	Vote Counting Committee
13	11h10- 11h20	Speech by Representative of Viglacera Corporation - JSC	Representative of Viglacera Corporation - JSC
14	11h20 - 11h45	Discussion Session	The Chairpersonship
15	11h45 - 12h00	Presentation of the Draft Meeting Minutes and Resolution	Mr. Vu Quoc Tuan – Head of the Meeting Secretariat
		<i>Approval of the Meeting Minutes and Resolution</i>	The Chairpersonship (Mr. Doan Hai Mau – Chairman of the BOD)
16	12h00	Closing of the Meeting	Mr. Pham Huu Nguyen

DECISION

Regarding the Promulgation of the Regulations on Organizing the 2026 Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company

**THE ORGANIZING COMMITTEE OF THE ANNUAL GENERAL MEETING
OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amending and supplementing documents and implementation guidelines;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Viglacera Tien Son Joint Stock Company.

DECIDES

Article 1: To promulgate the Regulations on Organizing the 2026 Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company attached to this Decision.

Article 2: This Decision shall take effect from the date of signing.

Members of the Organizing Committee, members of the Working Group for the 2026 Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company, and relevant individuals and units are responsible for implementing this Decision./.

Recipients:

- As per Article 2;
- Organizing Committee of the 2026 AGM.

**ON BEHALF OF THE ORGANIZING
COMMITTEE OF THE AGM OF VIGLACERA
TIEN SON JOINT STOCK COMPANY**

**HEAD OF THE COMMITTEE - CHAIRMAN OF
THE BOARD OF DIRECTORS**

(Signed and Sealed)

DOAN HAI MAU

(Draft) REGULATIONS
ON ORGANIZING THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
VIGLACERA TIEN SON JOINT STOCK COMPANY

(Issued attached to Decision No./VIT-BTCDHDCD dated/..../2026 of the Organizing Committee)

CHAPTER I: GENERAL PROVISIONS

Article 1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Viglacera Tien Son Joint Stock Company.

Article 2. These Regulations specify the rights and obligations of shareholders and other participants in the Meeting, as well as the conditions and procedures for conducting the Meeting.

Article 3. Shareholders and other participants are responsible for complying with the provisions set forth in these Regulations.

CHAPTER II:
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND OTHER
PARTICIPANTS

Article 4. Conditions for Participation Participants must be shareholders named in the List of Shareholders as of the record date for the Meeting (hereinafter referred to as "Eligible Shareholders") or their authorized representatives, possessing valid documents proving their status as required, and having registered successfully before the opening of the Meeting (hereinafter collectively referred to as "Eligible Participants").

Article 5. Authorization for Participation

1. Eligible Shareholders have the right to attend directly or authorize one or several other individuals/organizations to attend and vote at the Meeting.

2. Authorization must be made in writing in accordance with civil law or using the form issued by Viglacera Tien Son Joint Stock Company. The document must clearly state the name of the authorizing shareholder, the authorized individual/organization, the number of authorized shares, the content, scope, and duration of authorization. It must include the signature of the individual shareholder, or the signature of the legal representative and seal (if any) for institutional shareholders, along with the signature of the authorized person. If the authorized person is a legal entity, the signatory and the attendee must be the legal representative of that entity or a person introduced/authorized in writing by the legal representative.

3. Authorization documents must be presented by the Eligible Participant during registration before the Meeting commences.

Article 6. Rights of Eligible Participants

1. To attend the Meeting, speak, discuss, and vote on all matters within the authority of the General Meeting of Shareholders included in the Meeting Agenda, in accordance with the Law on Enterprises and relevant legal documents.

2. To be publicly informed of the Meeting Agenda by the Organizing Committee; to discuss and receive answers at the Meeting regarding their opinions and requests.

3. Upon registration, to receive a Voting Card, Voting Ballots, and Election Ballots (if any) which display the code, name of the shareholder, name of the authorized representative (if any), and the number of voting rights.

- The number of votes on the Voting Card equals the total number of voting shares owned or represented by the Eligible Participant. The voting value of the card is proportional to the ratio of its votes to the total votes of all Eligible Participants present and voting.

- The number of votes on the Election Ballot equals the total voting shares owned or represented multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board. The voting value corresponds to the valid votes cast for candidates as instructed by the Vote Counting Committee.

4. If arriving after the Meeting has opened, the Eligible Participant still has the right to register and immediately participate and vote; however, the Chairperson is not obligated to pause the Meeting, and the validity of previously voted items shall remain unchanged.

5. Voting Methods: * Using Voting Ballots for items requiring approval by the Meeting.

- Using Election Ballots for electing members of the Board of Directors and the Supervisory Board.

- Using Voting Cards (show of cards) for other matters.

Article 7. Obligations of Eligible Participants

1. To bring identity documents as guided in the Confirmation of Attendance, Meeting Invitation, and accompanying documents; to complete registration procedures with the Organizing Committee before entering the meeting hall.

2. To comply with these Regulations, strictly follow the Chairperson's directions, and respect the Meeting's results.

3. To personally bear all travel and accommodation expenses for attending the Meeting.

Article 8. Rights and Obligations of the Organizing Committee

1. The Organizing Committee includes the Board of Directors, representatives of the Management Board, and assisting staff. The Head of the Committee acts as the general coordinator.

2. The Organizing Committee is primarily responsible for all tasks from preparation to the end of the Meeting to ensure success, including: scheduling meetings, assigning tasks (venue selection, logistics, content preparation, document distribution, etc.).

Article 9. Rights and Obligations of the Shareholder Eligibility Verification Team

1. The Team consists of one (01) Team Leader and several members, performing the following functions and tasks:...

a. Verify the eligibility of shareholders or their authorized proxies attending the meeting: check documents proving shareholder status as guided in the Confirmation of Attendance, Meeting Invitation, accompanying documents, and powers of attorney (if any);

b. Distribute documents, Voting Cards, Voting Ballots, Election Ballots, and other meeting materials to Eligible Participants;

c. Report to the Meeting on the results of the shareholder eligibility verification.

2. In case the Meeting does not meet the conditions to proceed, the Team shall report to the Head of the Organizing Committee to handle the situation in accordance with the Charter of Viglacera Tien Son Joint Stock Company.

3. Upon approval from the Head of the Organizing Committee, the Team Leader may mobilize additional individuals from the Corporation to support the Team's duties.

Article 10. Rights and Obligations of the Vote Counting Committee

1. The Vote Counting Committee consists of one (01) Head and several members nominated by the Chairperson and approved by the Meeting through a vote. The Committee shall include representatives of shareholders who are Eligible Participants.

2. The Vote Counting Committee provides instructions on using Voting Cards, Voting Ballots, and Election Ballots; counts the votes from Eligible Participants; prepares the Minutes of Vote Counting and submits them to the Chairperson. The voting results shall be announced by the Chairperson immediately after the vote on each respective matter.

3. The Vote Counting Committee must work honestly and accurately, taking full responsibility for the results of all tasks related to vote counting and the preparation of the Minutes of Vote Counting.

Article 11. Rights and Obligations of the Presidium and the Secretariat

1. The Organizing Committee shall introduce the Chairman of the Board of Directors or an authorized individual to the Presidium to act as the Chairperson of the Meeting. The Chairperson shall appoint one or several additional members to the Presidium, subject to approval by the Meeting.

2. The Chairperson may delegate any member of the Presidium to perform one or more of the Chairperson's duties to conduct the Meeting. Decisions by the Chairperson or a delegated member regarding order, procedures, or incidents arising during the Meeting shall be effective immediately.

3. The Chairperson or a delegated member may take actions deemed necessary to conduct the Meeting in a valid and orderly manner, ensuring it reflects the wishes of the majority of Eligible Participants.

4. Without seeking the Meeting's opinion, the Chairperson may, at any time, adjourn the Meeting (provided a quorum is met) to another time and location if:

a. The venue does not have sufficient convenient seating for all attendees;

b. The conduct of attendees disrupts or is likely to disrupt the orderly progress of the meeting;

c. Communication facilities at the venue do not ensure that all Eligible Participants can participate, discuss, and vote;

d. It is agreed upon or requested by the General Meeting of Shareholders with a sufficient quorum.

The adjourned Meeting shall only consider matters that should have been legally resolved at the previous session.

5. The Secretariat consists of one (01) Head and several members appointed by the Chairperson, responsible for preparing the Minutes of the Meeting and providing support as assigned by the Presidium.

CHAPTER III: MEETING PROCEDURES

Article 12. The General Meeting of Shareholders shall proceed when the number of attending Eligible Participants represents more than **50%** of the total voting shares.

Article 13. Method of Conducting the Meeting

1. The Meeting is expected to take place over one (01) day.

2. The Meeting will sequentially discuss and approve the contents specified in the Meeting Agenda.

Article 14. Approval of Resolutions and Decisions of the Meeting Conducted in accordance with the Charter of Organization and Operation of Viglacera Tien Son Joint Stock Company as approved by the General Meeting of Shareholders.

Article 15. Minutes of the General Meeting of Shareholders All contents of the Meeting must be recorded in the minutes by the Secretariat. The Minutes of the Meeting shall be completed, read, and approved by the Meeting before closing and shall be archived at the Company's headquarters.

CHAPTER IV: IMPLEMENTATION PROVISIONS

Article 16. These Regulations consist of 04 chapters and 16 articles, issued by the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company. They take effect from the date of signing and apply to the organization of the Meeting on May 20, 2026.

**ON BEHALF OF THE ORGANIZING
COMMITTEE OF THE 2026 AGM VIGLACERA
TIEN SON JOINT STOCK COMPANY**

**HEAD OF THE COMMITTEE - CHAIRMAN OF
THE BOARD OF DIRECTORS**

(Signed)

DOAN HAI MAU

PROPOSAL

Re: Approval of the Contents of the 2026 Annual General Meeting of Shareholders

**To: The General Meeting of Shareholders of
Viglacera Tien Son Joint Stock Company**

- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on Organization and Operation of Viglacera Tien Son Joint Stock Company;
- Pursuant to Document No. 34/TCT-HĐQT dated March 09, 2026, issued by the Chairman of the Board of Directors of Viglacera Corporation - JSC regarding: Voting contents of the Capital Representative of the Corporation at the 2026 Annual General Meeting of Shareholders;
- Based on the Business and Production Plan of Viglacera Tien Son Joint Stock Company.

The Board of Directors of Viglacera Tien Son Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the following contents of the 2026 Annual General Meeting of Shareholders:

1. Approval of the 2025 Financial Statements audited by Deloitte Vietnam Co., Ltd., and the 2025 Business Results Report of the Board of Management: (Detailed reports attached).

Indicators	Unit	Plan	perform	% TH/KH
Profit Before Tax	Million VND	90.056	92.287	102
Net Revenue	Million VND	2.389.903	2.307.298	97
External Accounts Receivable (outside VGC)	Million VND	28.877	20.438	71
Value of Finished Goods Inventory	Million VND	553.720	620.202	112

2. Approval of the 2025 Board of Directors' Report and the 2026 Business and Production Orientations: (Detailed report attached).

3. Approval of the Supervisory Board's Report on the 2025 Business and Production Monitoring Results: (Detailed report attached).

4. Approval of the Remuneration for the Board of Directors (BOD) and the Supervisory Board (SB) in 2025:

Salaries and Remuneration for the BOD and SB of Tien Son:

- BOD Remuneration: VND 552 million (of which: VND 329.6 million is deducted from after-tax profit, and VND 222.4 million is recorded as expenses).
- Salary of the Executive Chairman of the BOD (for the period from Nov 12, 2025, to Dec 31, 2025): VND 164 million.
- Remuneration for the SB and BOD Secretary: VND 276 million.

Remuneration for the BOD and SB of Thang Long:

- BOD Remuneration: VND 240 million (of which: VND 221 million is deducted from after-tax profit, and VND 19 million is recorded as expenses).
- Remuneration for the SB and Secretary: VND 102 million.

Remuneration for the BOD and SB of Ha Noi:

- BOD Remuneration: VND 396 million (100% recorded as 2025 administrative expenses of the Company).
- Remuneration for the SB and Secretary: VND 144 million.

5. Approval of the 2025 Profit Distribution Plan:

No	Items	Amount (VND)
1	Undistributed after-tax profit as of December 31, 2025	112.862.400.463
	<i>Tien Son</i>	<i>73.464.959.255</i>
	<i>Thang Long</i>	<i>21.219.191.450</i>
	<i>- Ha Noi</i>	<i>18.178.249.758</i>
2	Appropriation to Reward and Welfare Fund (5%)	5.643.120.023
3	Appropriation to Investment and Development Fund (20%)	23.104.536.040
4	Remuneration for the Board of Directors (Non-executive members in 2025)	550.600.000
	<i>Tien Son</i>	<i>329.600.000</i>
	<i>Thang Long</i>	<i>221.000.000</i>
	<i>- Ha Noi</i>	
5	Bonus for the Management Board (1.5 months' salary)	1.002.150.000
	<i>Tien Son</i>	<i>531.900.000</i>
	<i>Thang Long</i>	<i>227.250.000</i>
	<i>- Ha Noi</i>	<i>243.000.000</i>
6	Cash Dividend Payout (1	82.561.994.400
7	Retained earnings for the following year	-

6. Approval of the 2026 Business, Production, and Development Investment Plan:

Business and Production Plan:

According to Decision No. 437/TCT-KHDT dated December 30, 2025, issued by Viglacera Corporation - JSC regarding the assignment of 2026 business, production, and development investment plan targets for Viglacera Tien Son Joint Stock Company, the key indicators are as follows:

According to Decision No. 219/TCT-HDQT dated December 25, 2025, issued by the Board of Directors of the Corporation regarding the approval of the 2026 business, production, and development investment plan targets for Viglacera Corporation - JSC, the key indicators are as follows:

Profit Before Tax	177.158	million VND
Net Revenue	4.634.080	million VND
External Accounts Receivable (outside VGC)	362.460	million VND
Value of Finished Goods Inventory	807.782	million VND

Investment Plan

No.	Project / Item	Unit	Qty	2026 Plan (VND million)	Remarks
	OTAL INVESTMENT VALUE112,956Viglacera Tien Son Investment			112,956	
	OTAL INVESTMENT VALUE112,956Viglacera Tien Son Investment			84,406	
1	Investment in 8-color channel System XL Digital Printer. Print size: 1000x1000	Set	1	19,399	NM Thai Binh
2	Renovation and extension of Kiln No. 2 for small-slab production line	System	1	13,615	NM Eurotile
3	Investment in roof tile production line with capacity of 4,200 m ² /day	System	1	30,500	NM Eurotile
4	Investment in 40-ton grinding machine (Ball mill)	Unit	1	3,644	NM My Duc
5	Investment in fluidized bed furnace supplying heat for 6000 spray drying tower	System	1	15,820	NM Eurotile
6	Automobile	Unit	1	1,428	NM Eurotile
	Viglacera Thang Long Investment			25,050	
1	Investment in SD6500 spray dryer – Workshop 01	System	1	11,972	PXSX01
2	Investment in 60-ton body grinding machine - Workshop 01	Unit	1	6,490	PXSX01
3	Investment in 1500 KVA generator - Workshop 02	Unit	1	6,588	PXSX02

No.	Project / Item	Unit	Qty	2026 Plan (VND million)	Remarks
	Viglacera Ha Noi Investment			3,500	
1	Crawler loader with 1.5 m ³ bucket capacity	Unit	1	3,500	

To authorize the Board of Directors (BOD) to implement the next steps of the investment tasks approved by the General Meeting of Shareholders.

7. Implementation of the development and market expansion strategy for Autoclaved Aerated Concrete (AAC) products of Viglacera Corporation-JSC in the Southern market:

The investment in Autoclaved Aerated Concrete (ALC/AAC) production lines is not only a tech-forward move but also a mandatory requirement to align with Vietnam's legal orientation. According to **Decision No. 2171/QĐ-TTg**, aiming to promote the production and use of non-fired building materials (NFBM) to replace traditional fired clay bricks, in order to:

Save agricultural land: Restrict clay excavation for brick making.

Protect the environment: Minimize greenhouse gas emissions and pollution from manual brick kilns.

Utilize waste material: Use ash and slag from thermal power and metallurgical plants as production raw materials.

Increase NFBM usage: Target \$CO_2\$ emission reduction (by over 2.5 million tons/year by 2025 and over 3.0 million tons/year by 2030 compared to fired bricks).

Targets until 2025: In Class III urban areas or higher, NFBM must account for at least 70% of total building materials (except Da Nang and Can Tho at 80%); other areas at 50%. **By 2030:** Projects funded by public investment or state capital must use 100% NFBM.

The investment also solves modern construction challenges:

Load reduction: ALC blocks are 1/3 the weight of red bricks, reducing foundation and steel column costs by 10-15%.

Fast construction: Large block sizes increase construction speed by 2-3 times, significantly saving labor costs.

Superior features: Excellent soundproofing, thermal insulation, and fire resistance, suitable for apartments, hotels, and industrial factories.

The BOD proposes that the Meeting approves the project investment plan and authorizes the BOD to establish, approve, and implement the project in compliance with internal and legal regulations, with details as follows:

a. Project Name: Investment Project for an Autoclaved Aerated Concrete (AAC) production line with a capacity of 500,000 \$m^3\$/year and auxiliary production lines at Viglacera Eurotile Plant.

b. Estimated Total Investment: VND 550 billion.

c. Investment Objectives: (Details as per the project report).

d. Funding Source: Equity and other legal mobilized capital.

8. Approval of the 2026 Remuneration Plan for the BOD and Supervisory Board:

Chairman of the BOD: VND 112.53 million/month (Salary: VND 90M + Remuneration: VND 12M + Statutory insurance/fees: VND 10.53M).

BOD Member cum Director: VND 10 million/month.

Other BOD Members: VND 8 million/person/month.

Head of the Supervisory Board: VND 8 million/person/month.

Supervisory Board Member / BOD Secretary: VND 5 million/person/month.

9. Approval of the 2026 Dividend Plan:

Expected minimum dividend: 15% / Charter Capital.

10. Approval of the Development Investment Fund utilization plan:

Approving the policy to use the Company's Development Investment Fund to supplement capital for items under the Company's development investment plan approved by the Corporation, in accordance with the Regulations on Capital Representatives and Investment Management of Viglacera Corporation - JSC.

The Capital Representative is responsible for reporting and submitting the detailed 2026 plan to the Corporation in accordance with Decision No. 218/TCT-QDHDQT and Decision No. 219/TCT-QDHDQT dated July 20, 2021.

11. Approval of the execution of contracts/transactions with related parties in 2026:

To approve Viglacera Tien Son Joint Stock Company entering into product consumption contracts with Viglacera Thang Long JSC, Viglacera Ha Noi JSC, Viglacera Autoclaved Aerated Concrete JSC, and executing contracts/transactions with entities within Gelex Group and member companies of Viglacera Corporation - JSC to ensure compliance with the provisions of the Law on Enterprises.

12. Approval of the merger plan of Viglacera Ceramic Tiles Trading Company Limited into Viglacera Tien Son Joint Stock Company.

13. Approval of the authorization for the Board of Directors to select auditing firms from the list approved by the State Securities Commission (SSC), based on the proposal of the Company's Supervisory Board.

14. Approval of amendments and supplements to the Company's Charter.

15. Approval of amendments and supplements to the Internal Regulations on Corporate Governance.

16. Approval of amendments and supplements to the Regulations on the Operation of the Board of Directors.

17. Approval of information disclosure: All information regarding the Company's business and production activities is published on the website: <https://viglaceratienson.com>

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval by vote.

**ON BEHALF OF THE BOARD OF
DIRECTORS CHAIRMAN**
(Signed and Sealed)

DOAN HAI MAU

No.: 388/VIT-KHĐT

Bac Ninh, April 20, 2026

REPORT TO THE BOARD OF MANAGEMENT
PART I: REVIEW OF 2025 BUSINESS OPERATIONS AND DEVELOPMENT
INVESTMENT

I. GENERAL EVALUATION

During the 2020–2025 period, the real estate market downturn had a direct and severe impact on the construction industry, as well as the production and business activities of the building ceramics sector. Furthermore, rising input costs—particularly for energy, fuel, raw materials, and transportation—alongside the scarcity of raw material supplies (especially clay) posed significant challenges to Vietnam’s building ceramics industry.

Following a period of stagnation due to real estate market difficulties, the Vietnamese construction brick market entered 2025 with signs of recovery. Many experts observe that domestic demand is gradually warming up thanks to the resurgence of housing projects and public investment; however, input cost pressure remains a major challenge for manufacturing enterprises.

Throughout the year, the Company followed the strategic direction of Viglacera Corporation - JSC (the parent company of Viglacera Tien Son Joint Stock Company). We proactively implemented solutions to maintain business efficiency, such as: closely monitoring and evaluating market trends to adjust production output in line with demand, reducing production costs and inventory levels, boosting sales efforts, and focusing on a strong restructuring of both the product portfolio and corporate governance.

Accordingly, the consolidated business results of the Company are as follows:

TT	Content	Unit	2024 Actuals	2025 Target	2025 Actuals	% vs. 2025 Plan	% YoY (Grow th)
1	Net Revenue	Billion VND	2,143	2,390	2,307	97%	108%
2	Profit Before Tax	Billion VND	64	90	92	102%	144%
3	Production Output	1,000 sqm	15,054	16,678	16,268	98%	108%
4	Finished Goods Inventory	1,000 sqm	3,552	3,778	4,003	106%	113%
		1,000 sqm	559	554	620	112%	111%
5	Contribution to State Budget	1,000 sqm	40	64	56	88%	141%

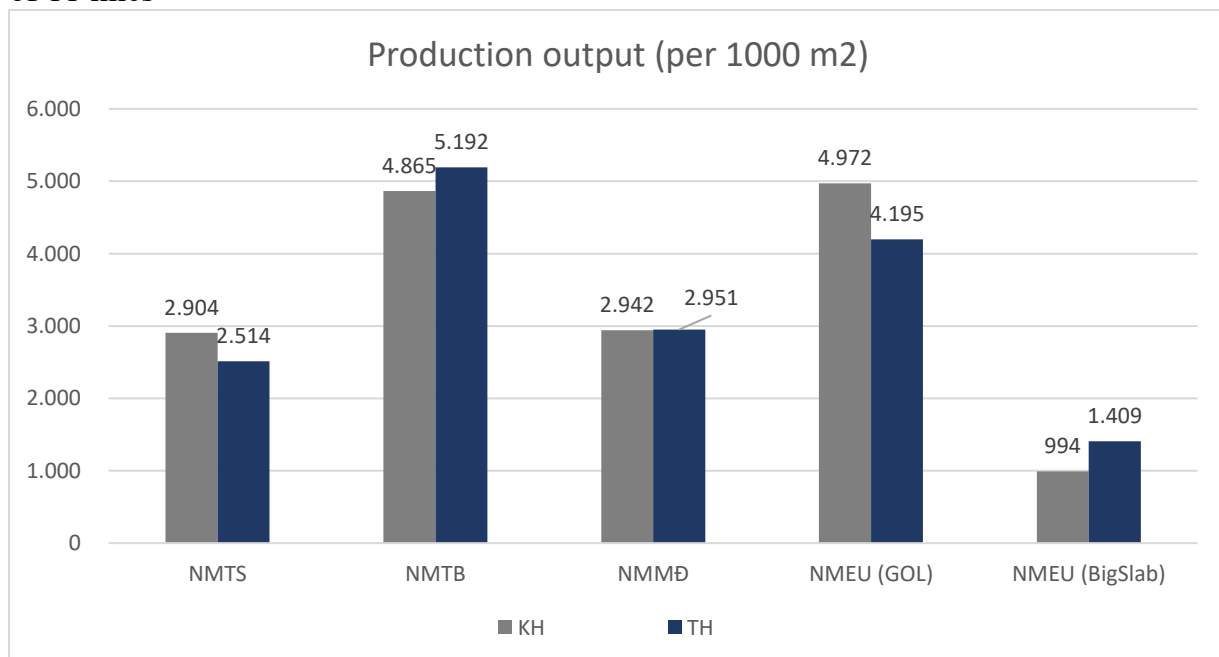
TT	Content	Unit	2024 Actuals	2025 Target	2025 Actuals	% vs. 2025 Plan	% YoY (Growth)
6	Average Workforce	Persons/month	955	1,050	1,025	98%	107%
7	Average Income	VND mn/person/month	15.6	15.8	16.0	101%	103%

II. EVALUATION OF 2025 BUSINESS PERFORMANCE

1. Production Activities

1.1. Production Output:

- The entire Company reached 16.26 million m², achieving 98% of the target and increasing by 8% compared to the 2024 performance.
- In 2025, the Company maintained the operation of 8 to 9 production lines out of a total of 11 lines



The Company implemented cost-reduction measures, strictly controlled production processes, increased recovery rates, and monitored quality and material inventory procedures. Production activities proactively adapted through structural adjustments to meet market fluctuations, implementing product orientations, and upgrading technological equipment across all factories.

In 2025, small-format production lines maintained excellent control over technology and equipment, with all consumption rates decreasing compared to 2024.

1.2. Technology and Products:

- **Viglacera Tien Son Factory:** Maintained stable technology and quality despite operating only one production line. After completing the renovation of Line 2, the factory successfully produced 800x800mm polished glaze products meeting quality standards. Research on a cost-effective glaze recipe was completed and moved into mass production in Q4/2025.

- **Viglacera Thai Binh Factory:** Utilized new raw materials in body recipes to reduce viscosity and increase slurry density, leading to lower electricity and gas consumption. Implemented white-body recipes to meet flatness and dimensional requirements. Researched Engobe glaze recipes using domestic materials to partially replace imports, reducing product costs.

- **Viglacera My Duc Factory:** Researched body recipes to reduce the proportion of raw materials transported from the North, shortening grinding time and lowering electricity consumption. Used domestic materials to partially replace imported ingredients in glaze recipes.

- **Viglacera Eurotile Factory:** Introduced white-body recipes that lower firing temperatures and shorten firing cycles. Reduced the use of materials from the North to 50% to minimize production costs.

1.3. New Product Development:

- **Viglacera Tien Son Factory:** Developed and launched 23 new designs for 800x800mm polished glaze, matt glaze products, and 15mm thick tiles.

- **Viglacera Thai Binh Factory:** Developed 217 new product models for both domestic and export markets.

- **Viglacera My Duc Factory:** Developed the "Vết thời gian" (Traces of Time) and "Tranh Đông Hồ" (Dong Ho Paintings) collections featuring triple-fired decorative tiles. Created water-jet cut mosaics for the EU and third-firing mosaics combined with CNC.

- **Viglacera Eurotile Factory:** Collaborated with suppliers to develop "Soft Matt" surfaces for the Viglacera and United brands. Developed the "Starlight" collection for the Eurotile large-format brand.

1.4. Typical Technical Innovations:

The Company issued a regulation on technical innovations with clear reward levels to encourage the internal strength and intellect of every employee. These efforts aim to streamline production, improve productivity, product quality, and operational efficiency, while enhancing working conditions. Collective and individual achievements in applied scientific research were rewarded promptly. In 2025, there were **269 technical innovations** in total, with rewards amounting to **665 million VND**.

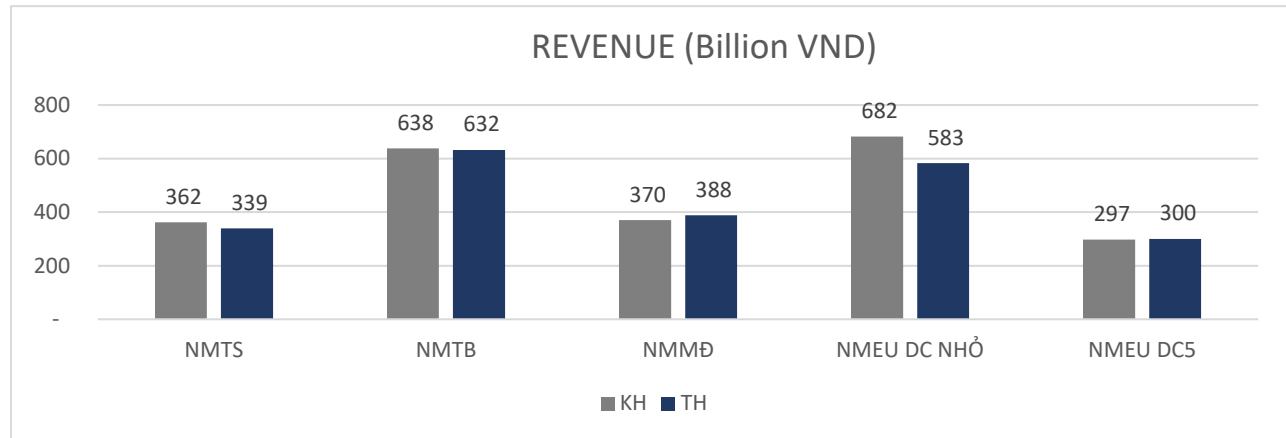
2. Sales and Product Distribution

2.1. Business Results:

- **Profit Before Tax (PBT):** In 2025, reached 92.2 billion VND, achieving 102% of the target and 144% compared to the 2024 performance.

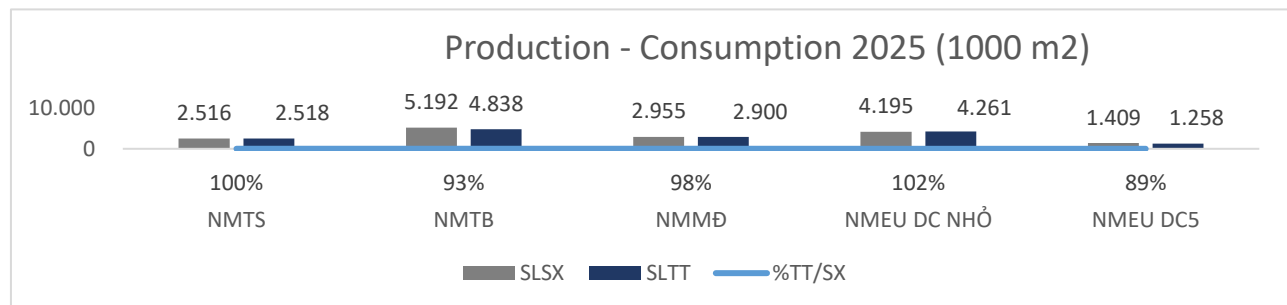
- **Revenue:** Total Company revenue reached 2,307 billion VND, achieving 97% of the target and representing an 8% growth compared to 2024.

- Domestic Market: 1,767 billion VND, with sales volume reaching 12.41 million m².
- Export Market: 468.7 billion VND (equivalent to 18.2 million USD), corresponding to a sales volume of 3.3 million m².
- Inventory: 4.0 million m² (equivalent to 620 billion VND), an increase of 111% compared to the beginning of the year.



The Company collaborated effectively with **Viglacera Ceramic Tiles Trading Joint Stock Company** in production and sales activities. Throughout the year, sales policies were developed to align with actual market conditions. Total annual sales volume reached **15.727 million m²**.

- **Production Planning:** Organized production accurately and sufficiently in accordance with the sales company's purchase orders.
- **Customer Service:** Effectively managed sales service operations. Addressed



complaints and provided customer care promptly upon request.

3. Investment and Development Managed and operated investment projects in compliance with regulations and project objectives: Implemented investment projects in 2025 with a total investment of **56.483 billion VND**, including projects to enhance corporate governance efficiency, expand production scale, and in-depth investment projects to improve competitiveness, specifically:

- Invested in a **fluidized bed furnace** to supply heat for the **ATM 6500L spray drying tower** at the Viglacera My Duc Factory.
- Renovated and converted **Production Line 2** at the Viglacera Tien Son Factory to produce **800x800mm glazed tiles**.

- Installed **Fire Prevention and Fighting (FPF) systems** and invested in a **Toyota Fortuner** at the Viglacera Thai Binh Factory.

4. Personnel Organization and Training:

- **Workforce & Income:** The average workforce in 2025 was **1,025 employees** (against a plan of 1,050). The average income reached **16.0 million VND/person/month**, achieving **101%** of the plan and **103%** compared to 2024. Employee benefits such as salaries, bonuses, social insurance, and severance pay were fully settled in accordance with regulations. Working conditions and environment were consistently prioritized. Periodic health check-ups and occupational disease screenings were organized for **100% of staff**, with a total cost of **780 million VND**.

- **Social Insurance:** Fully and promptly settled social insurance benefits (sick leave, maternity, etc.) for **220 cases**, totaling **470 million VND**.

- **Annual Vacation 2025:** Organized vacations for employees at the Tien Son and Thai Binh factories in Ha Long Bay. For My Duc and Eurotile factories, due to production requirements, the Company provided cash allowances instead: **2,000,000 VND/employee** and **10,000,000 VND/officer**.

- **Social Welfare:** Gift-giving for children of employees and those with outstanding academic achievements on International Children's Day (June 1st) and Mid-Autumn Festival, totaling **420 million VND** annually. Organized exchange activities and visits on International Women's Day (March 8th), Vietnamese Women's Day (October 20th), and Vietnam People's Army Day (December 22nd).

- **Training:** Total of **3,630 training sessions** for staff in 2025 with a total budget of **4.6 billion VND**, including:

- **Corporation-level training:** 97 classes, 2,355 participants, budget: 4.2 billion VND.

- **External training:** 29 classes, 1,275 participants, budget: 400 million VND.

- **Internal training:** Monthly plans were established; **100% of workers** participated in sessions led by direct managers. Technical skills and knowledge have been steadily improved.

5. Occupational Health, Safety, and Fire Prevention:

- The Company established an appropriate occupational health and safety (OHS) system with detailed plans, providing personal protective equipment (PPE) and facilities for fire prevention and OHS. OHS practices at factories were regularly reviewed to implement timely corrective measures.

- Maintained **5S activities** once a week with a scoring system; results of OHS and 5S are linked to employee income.

- In 2025, the safety of workers and machinery was guaranteed, with **zero labor accidents**.

- Completed procedures for **environmental permits** for three factories.

III. CONCLUSION

- 2025 was a year filled with challenges. However, under the close guidance of the Corporation and the Board of Directors, the dynamic management of the Board of Executives, and the determined efforts of all employees to overcome difficulties, the Company successfully fulfilled its 2025 business and production targets.

PART II: 2026 BUSINESS PLAN AND DEVELOPMENT INVESTMENT

• In the comprehensive restructuring strategy of Viglacera Corporation - JSC for the tiles segment, the orientation is to streamline the organization, enhance governance efficiency, and increase competitiveness in the construction materials market in this new era.

• Viglacera Tien Son JSC ("VIT") will merge with Viglacera Hanoi JSC ("VIH") and Viglacera Thang Long JSC ("TLT") through a share swap. VIT will issue shares to exchange with TLT and VIH shareholders based on a swap ratio determined by an independent valuation agency. Simultaneously, the functions and personnel of Viglacera Ceramic Tiles Trading JSC ("VIKD") will be transferred to become VIT's sales division. VIKD will be merged into VIT following the completion of the TLT and VIH mergers. Regarding Viglacera Autoclaved Lightweight Concrete JSC ("BTK"), it will be converted into a subsidiary of VIT at an appropriate time, in compliance with legal regulations.

• On November 12, 2025, at Viglacera Tien Son JSC (VIT - HNX), the 2025 Extraordinary General Meeting of Shareholders was successfully held. It officially approved the merger plan for the two systemic affiliates, Viglacera Thang Long (TLT - UpCom) and Viglacera Hanoi (VIH - UpCom), into VIT.

• Based on the achievements of 2025 and the forecasted strong growth in sales volume for 2026, the Company has evaluated opportunities and challenges to establish the following key business targets for 2026:

I. KEY PERFORMANCE INDICATORS (KPIs):

No	Content	Unit	Plan 2026				
			Total	QI	QII	QIII	QIV
1	Revenue	Billion VND	4,634	750	1,227	1,313	1,344
2	Profit	Billion VND	177	-7	54	61	70
3	Production Output	1,000 sqm	32,636	5,731	8,911	9,128	8,866
4	Finished Goods Inventory	Billion VND	808	668	894	858	808
		1,000 sqm	6,634	4,426	7,306	7,187	6,634
5	Total Capital Expenditure (CAPEX)	Billion VND	84	81	4	0	0
6	Contribution to State Budget	Billion VND	98	22	19	28	29
7	Average Workforce	Persons/month	1,824	1,316	1,993	1,993	1,993
8	Average Income	VND million/p	19	18	20	20	20

No	Content	Unit	Plan 2026				
			Total	QI	QII	QIII	QIV
		erson/month					

II. OBJECTIVES AND IMPLEMENTATION SOLUTIONS

1. Fulfill Profit Targets and Key Plan Commitments:

- Implement cost-reduction measures and product cost control.
- Increase product recovery rates for 2026.
- Deploy technical innovations and maximize investment efficiency in business operations.
- Strengthen the contractual management mechanism (khoản quản) for each area and factory to encourage employee participation in business goals.
- Maintain safe inventory levels according to established norms.
- Complete environmental permits for the Hai Duong Factory.
- Ensure 100% compliance with Occupational Health and Safety (OHS) and Fire Prevention and Fighting (FPF) standards.

2. Complete the "Restructuring of Tile Segment Operations" Plan:

- Continue following the direction of the Corporation's Board of Directors (Resolution No. 214/TCT-HĐQT dated Aug 27, 2025) regarding the detailed plan for "Innovating and Streamlining the Tile Segment Organization."
- Finalize post-merger procedures for merging Viglacera Thang Long JSC, Viglacera Hanoi JSC, and Viglacera Ceramic Tiles Trading JSC into Viglacera Tien Son JSC.
- Implement the exclusive product distribution agreement (off-take agreement) for Viglacera Autoclaved Lightweight Concrete JSC.

3. Inventory Control:

- Control finished goods inventory to ensure no surplus from new production (minimum turnover not exceeding 12 months for tile products).
- Evaluate the order-consumption-production chain to prevent new inventory buildup. Implement a roadmap to reduce old inventory (focusing on items > 2 years old).
- Establish processes to optimize storage time and minimize slow-moving or degraded stock to improve capital efficiency.

4. Finance and Cash Flow:

- Build monthly cash flow control plans to ensure stable operations across all factories.
- Manage accounts receivable strictly according to the planned roadmap.
- Review and supplement internal regulations for strict document management to minimize invoice risks.

5. Enhance Research and Development (R&D):

- Recruit and train professional personnel; upgrade the R&D department.
- Develop new designs for: 15mm thick double-loading tiles, salt & pepper bodies, anti-slip (\geq R11), and supplementary sizes (300x300, 300x600) for 600x600 combos.

- Develop Digital Graffiti effect products on Line 2 of the Thai Binh Factory.
- Develop Gemcid sparkling grain effect products at the My Duc Factory.
- Develop theme-based triple-fired paintings and Mosaics.
- Develop antibacterial surfaces, NSF-certified large slabs, and Flex grain products for 800x800 size at the Eurotile Factory.
- Complete the application of IT/Digital Transformation in the management system (Production - Sales - Finance).
- Standardize processes and design the system architecture for ERP, MES, HRM, CRM, and DMS.

III. OTHER MATTERS

- Ensure timely payment of salaries and benefits as per the Collective Labor Agreement.
- Commit to full and timely payment of taxes, budget obligations, and social insurance.
- Promote the role of the Trade Union and Internal Inspection Board.
- Maintain effective ISO systems and 5S activities.
- Continue landscaping and greening the Company environment (Green - Clean - Beautiful).

The above is the 2025 Business Performance Report and the key tasks and solutions for 2026, submitted to the General Meeting of Shareholders for consideration.

We would like to express our sincere gratitude to our shareholders and employees for your companionship. We wish you health and success!

Thank you very much!

Recipients:

- Departments, Boards, Factories;
- Kept at: Planning & Investment , General Administration & Human Resources .

COMPANY DIRECTOR

(Signature & Seal)

No.: /VIT-HĐQT

Bac Ninh, March 20, 2026

**REPORT OF THE BOARD OF DIRECTORS FOR 2025 AND
IMPLEMENTATION SOLUTIONS FOR BUSINESS OPERATIONS IN 2026**

To: Valued Shareholders of Viglacera Tien Son Joint Stock Company.

In accordance with the mandates assigned by the General Meeting of Shareholders (GMS), the Board of Directors (BOD) hereby submits the report on the implementation of the 2025 GMS Resolutions, the 2025 performance results, and the BOD's strategic plan for 2026:

I. REPORT OF THE BOARD OF DIRECTORS FOR 2025

In 2025, the global economy continued to face significant volatility, including inflation, tightened monetary policies, and geopolitical risks, all of which impacted global trade and investment. In this context, Vietnam successfully maintained macroeconomic stability and achieved a high growth rate, remaining among the fastest-growing economies in the region. However, the economy still faced various external and internal challenges, requiring flexible management, institutional reform, and enhanced competitiveness.

Following the approval of the agendas at the Annual General Meeting of Shareholders, the BOD collaborated with the Management Board and the Supervisory Board to establish objectives, plans, and implementation solutions. These efforts ensured flexible adjustments and operations tailored to actual market conditions, ultimately contributing to the improved operational efficiency of the Company throughout 2025.

Here is the professional English translation for the summary of the Board of Directors' activities:

Summary of Key Board Activities in 2025

Throughout 2025, the Company concurrently maintained production across existing lines while implementing optimized solutions for the production and distribution of Large Slabs at the Viglacera Eurotile Plant. Additionally, the Board initiated the preliminary steps for the restructuring project of the Tiles Group as mandated by Viglacera Corporation - JSC.

The Board of Directors (BOD) convened multiple meetings to deliberate and reach a consensus on matters within its jurisdiction, formulating strategic plans and providing timely directives to steer the Company's business operations.

Quarter 1 / 2025:

- Conducted a performance review of 2024 business operations; developed and submitted the 2025 Business and Investment Plan for approval; and implemented initial orientations for the 2025 goals.

- Launched the project: *"In-depth investment for converting Production Line 2 to 800x800 polished inkjet tile production at the Viglacera Tien Son Plant."*
- Initiated the project: *"Investment and construction of a fluidized bed furnace to provide heat for the ATM65 spray drying tower at the Viglacera My Duc Plant."*
- Successfully organized the 2025 Annual General Meeting of Shareholders (AGM), involving changes to the capital representative of Viglacera Corporation - JSC and the Chairperson of the Company's BOD.

Quarter 2 / 2025:

- Implemented the project: *"Installation of the fire prevention and fighting system at the Viglacera Thai Binh Plant."*
- Selected the independent auditing firm for the 2025 financial statements; organized inventory audits, semi-annual performance reviews, and the 6-month interim audit.

Quarter 3 / 2025:

- Implemented the project: *"Procurement of machinery and equipment for cutting tile sizes 200x1600, 300x1600, 200x1200, and 400x800 at the Viglacera Eurotile Plant."*
- Developed strategic orientations for business operations in the last 6 months of the year.

Quarter 4 / 2025:

- Successfully organized the 2025 Extraordinary General Meeting of Shareholders (EGM), involving further changes to the capital representative of Viglacera Corporation - JSC and the Chairperson of the BOD.
- Executed key phases of the Tiles Group Restructuring: Merged Viglacera Thang Long JSC and Viglacera Hanoi JSC into Viglacera Tien Son JSC; transitioned the functions and personnel of Viglacera Tiles Trading JSC into the Sales & Marketing Division of Viglacera Tien Son JSC.
- Appointed a new General Director of the Company.
- Coordinated with capital representatives to build the 2026 Business and Investment Plan and the 5-year Strategic Plan (2026–2031) for submission to authorities.
- Conducted year-end inventory, performance summaries, and the fiscal year audit in compliance with regulations.

Supervisory Activities of the Board of Directors (BOD) over the Board of Management:

The BOD provided strategic direction for the Board of Management's operations, resolving matters within the BOD's jurisdiction promptly to facilitate smooth executive management. The General Director proactively reported and sought approval from the BOD regarding any arising obstacles to ensure timely solutions.

For 2025, the BOD highly commends the proactivity, flexibility, creativity, and high determination of the Board of Management and all employees. Their efforts in organizing production and business activities in alignment with market fluctuations—combined with effective internal governance—allowed the Company to achieve key targets and remain on

track with its established strategy, despite the complex developments in the financial and real estate markets and the rising costs of construction materials.

Activities of Individual BOD Members:

In addition to fulfilling the collective responsibilities of the Board, each member successfully completed their assigned duties:

- The Chairperson of the BOD: Fulfilled all duties in accordance with Enterprise Law and the Company's Charter, including convening and organizing meetings and assigning tasks to Board members. The Chairperson presided over the comprehensive governance of the Company's operations.

- Independent BOD Member: Completed tasks as assigned by the Board, effectively controlled information disclosure in compliance with regulations, and performed supervision and evaluation of the Company's internal control activities.

- Other BOD Members: Successfully fulfilled their assigned tasks and provided creative, timely contributions to the general activities of the Board.

1. Key Business Performance Indicators (Audited by Deloitte Vietnam Co., Ltd.):

Indicators	Unit	Plan	perform	% TH/KH
Profit Before Tax	Million VND	90.056	92.287	102
Net Revenue	Million VND	2.389.903	2.307.298	97
External Accounts Receivable (outside VGC)	Million VND	28.877	20.438	71
Value of Finished Goods Inventory	Million VND	553.720	620.202	112

2. Board of Directors Meetings:

In 2025, the Board of Directors held 50 regular and extraordinary meetings in compliance with the Company's Charter, detailed as follows:

- 04 Regular Meetings: To approve quarterly business performance results and provide strategic directions for the subsequent quarters.

- 09 Extraordinary Meetings: Regarding bank loans and financial leasing matters.

- 07 Extraordinary Meetings: To approve personnel appointments and organizational restructuring.

- 11 Extraordinary Meetings: Related to investment projects and major repairs at the four plants.

- 02 Extraordinary Meetings: Regarding related-party transactions.

- 02 Extraordinary Meetings: To approve the selection of the independent auditing firm.

- 02 Extraordinary Meetings: Regarding the issuance of internal regulations and procedures.

- 02 Extraordinary Meetings: Regarding the organization of the General Meeting of Shareholders.
- 06 Extraordinary Meetings: Regarding the sale of inventory.
- 03 Extraordinary Meetings: Related to the stock swap documentation.
- 01 Extraordinary Meeting: Regarding the 2024 Management Bonus.
- 01 Extraordinary Meeting: Regarding the transfer of Viglacera Tien Son JSC's shares in Viglacera Trading JSC to Viglacera Sanitary Ware Company Limited.

3. Personnel Status of the Board of Directors, Supervisory Board, and Management Board

Board of Directors

Mr. Doan Hai Mau	Chairman (appointed on 12 November 2025)
	Member (resigned on 12 November 2025)
Mr. Mai Xuan Duc	Chairman (appointed on 25 March 2025 resigned on 12 November 2025)
	Member (resigned on 25 March 2025 appointed on 12 November 2025)
Mr. Tran Manh Huu	Chairman (resigned on 25 March 2025)
Mr. Dinh Quang Huy	Member
Mr. Le Tien Dung	Member (appointed on 12 November 2025)
Mrs. Nguyen Thi Tham	Member (appointed on 12 November 2025)
Mr. Nguyen Duy Truc	Member (resigned on 12 November 2025)
Mr. Dang Minh Tam	Member (appointed on 25 March 2025 resigned on 12 November 2025)

Board of Supervisors

Mr. Nguyen Quang Hai	Head
Mr. Pham Van Huyen	Member
Mr. Ta Hong Phuong	Member (appointed on 25 March 2025)
Mr. Dang Quoc Tuan	Member (resigned on 25 March 2025)

Board of Executive

Mr. Le Tien Dung	Chief Executive Officer (appointed on 14 November 2025)
Mr. Doan Hai Mau	Chief Executive Officer (resigned on 14 November 2025)
Mr. Nguyen Duy Truc	Executive Officer
Mr. Mai Xuan Duc	Executive Officer (appointed on 01 December 2025)
Mr. Nguyen Chi Hoa	Executive Officer (appointed on 01 December 2025)
Mr. Nguyen Hong Chien	Executive Officer (appointed on 01 December 2025)
Mr. Truong Ngoc Minh	Executive Officer (resigned on 01 September 2025)

4. Remuneration for the Board of Directors (BOD) and the Supervisory Board in 2025

Remuneration for the Board of Directors shall be implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

2025 Remuneration for the Board of Directors and the Supervisory Board

Salaries and Remuneration for the BOD and Supervisory Board of Tien Son:

- BOD Remuneration: VND 552 million (comprising: VND 329.6 million allocated from after-tax profit; VND 222.4 million recorded as expenses).
- Salary, other than Chairman of the Board (directly managing) (12/11 - 31/12/2025): 164 million
- Remuneration for the Supervisory Board and BOD Secretary: VND 276 million.

Remuneration for the BOD and Supervisory Board of Thang Long:

- BOD Remuneration: VND 240 million (comprising: VND 221 million allocated from after-tax profit; VND 19 million recorded as expenses).
- Remuneration for the Supervisory Board and Secretary: VND 102 million.

Remuneration for the BOD and Supervisory Board of Ha Noi:

- BOD Remuneration: VND 396 million (100% recorded as 2025 management expenses of the Company).
- Remuneration for the Supervisory Board and Secretary: VND 144 million.

5. 2025 Profit Distribution

No	Items	Amount (VND)
1	Undistributed after-tax profit as of December 31, 2025	112.862.400.463
	<i>Tien Son</i>	<i>73.464.959.255</i>
	<i>Thang Long</i>	<i>21.219.191.450</i>
	<i>- Ha Noi</i>	<i>18.178.249.758</i>
2	Appropriation to Reward and Welfare Fund (5%)	5.643.120.023
3	Appropriation to Investment and Development Fund (20%)	23.104.536.040
4	Remuneration for the Board of Directors (Non-executive members in 2025)	550.600.000
	<i>Tien Son</i>	<i>329.600.000</i>
	<i>Thang Long</i>	<i>221.000.000</i>
	<i>- Ha Noi</i>	
5	Bonus for the Management Board (1.5 months' salary)	1.002.150.000
	<i>Tien Son</i>	<i>531.900.000</i>
	<i>Thang Long</i>	<i>227.250.000</i>
	<i>- Ha Noi</i>	<i>243.000.000</i>
6	Cash Dividend Payout (1	82.561.994.400
7	Retained earnings for the following year	-

6. Investment and Equipment Renovation:

• Following the Resolution of the General Meeting of Shareholders, the Company has implemented the following investments in 2025:

No	Investment Items (Projects)	Plan (million VND)	Amount spent (million VND)
1	In-depth investment to convert Production Line No. 2 for the additional production of polished glazed 800x800 inkjet tiles at Viglacera Tien Son Factory.	34.543	33.930
2	Installation and renovation of the Fire Fighting and Prevention (FFP) system at Viglacera Thai Binh Factory.	6.478	In progress
3	Procurement of a new Toyota Fortuner for Viglacera Thai Binh Factory.	1.434	1.428
4	Investment in the construction of a Fluidized Bed Combustor (FBC) to provide heat for the ATM65 Spray Drying Tower at Viglacera My Duc Factory.	13.726	13.207
	Total	56.181	48.565

7. Related-party transactions: In 2025, the Company will conduct the following transactions:

Viglacera Corporation - JSC	Parent Company
VIX Securities JSC	Shareholders
Viglacera Ceramic Tiles Trading Joint Stock Company	Associate
Viglacera Trading Join Stock Company	Affiliate
Viglacera Binh Duong Sanitaryware Company (BSC) - Viglacera Corporation - JSC Branch	Affiliate
Viglacera My Xuan Sanitaryware Company (BSC) - Viglacera Corporation - JSC Branch	Affiliate
Viglacera Ha Noi Joint Stock Company	Affiliate
Viglacera Infrastructure and Urban Investment Company - Viglacera Corporation - JSC Branch	Affiliate
Viglacera Infrastructure Development Investment Joint Stock Company - Viglacera Corporation - JSC Branch	Affiliate
Vocational Training College Viglacera	Affiliate
Viglacera Packings and Brake Linings Joint Stock Company	Affiliate
Viglacera Viet Tri Joint Stock Company	Affiliate
Viglacera Thang Long Joint Stock Company	Affiliate

Viglacera Sanitary Ware One Member Company Limited	Affiliate
Viglacera AAC Joint Stock Company	Affiliate
Viglacera Consulting Joint Stock Company	Affiliate
	Under
Ninh Thuan GELEX Energy Company Limited	common
	ownership

The person involved is a key management official: Ms. Vo Thi Hien Luong, related to Mr. Truong Ngoc Minh - Deputy Director of the Company.

Key management member: Mr. Dinh Quang Huy – Member of the Company's Board of Directors

II. BUSINESS AND PRODUCTION ORIENTATION FOR 2026 AND IMPLEMENTATION SOLUTIONS

1. Some key plan targets:

According to Decision No. 437/TCT-KHĐT dated December 30, 2025, issued by Viglacera Corporation - JSC regarding the assignment of Business-Production and Development Investment targets for 2026 to Viglacera Tien Son Joint Stock Company, the key indicators are as follows:

Profit Before Tax	177.158	million VND
Net Revenue	4.634.080	million VND
External Accounts Receivable (outside VGC)	362.460	million VND
Value of Finished Goods Inventory	807.782	million VND

Expected Dividend Payout 2026: Minimum 15% of Charter Capital.

*** Implementation Solutions:** The Board of Directors (BOD) has reached a consensus on the solutions developed by the Board of Management (BOM) in their report and hereby authorizes the BOM to synchronously implement all presented measures.

2. Key Tasks for 2026:

1. Successfully organize the Annual General Meeting of Shareholders (AGM) to obtain approval for key targets, tasks, and solutions for the 2026 Business-Production and Investment Plan as a basis for implementation.

2. Implement the "Renovation of Organization and Operation for the Tiles Segment" plan: Consolidate and operate the group model with Viglacera Tien Son JSC as the core entity. This includes: Completing post-merger procedures for Viglacera Hanoi JSC, Viglacera Thang Long JSC, and Viglacera Tiles Trading JSC into Viglacera Tien Son JSC; participating in the management of Viglacera Autoclaved Aerated Concrete JSC and handling the product off-take for these companies.

3. Market & Inventory Management: Capitalize on market opportunities, leverage technological advantages and equipment capacity of all production lines to increase market share and output, and maximize factory utilization.

- Strictly control finished goods inventory by evaluating sales orders versus production plans.

- Ensure no new production inventory accumulates (minimum shelf life not exceeding 12 months for tile products).

- Execute the roadmap to reduce old inventory (focusing on stock aged > 2 years) as committed.

- Establish processes and solutions to control inventory (raw materials, semi-finished goods, and finished goods) to optimize storage time, minimize slow-moving or degraded stock, and improve capital efficiency.

4. Procurement & Resources: Coordinate with the Corporation's Centralized Procurement Board to review and aggregate the demand for primary raw materials. Organize centralized procurement to ensure quality, technical standards, price optimization, and stock levels. Survey and identify raw material mines to meet long-term production needs.

5. Production Control:

Closely monitor production processes to increase recovery rates and product quality. Continue to review and issue production cost quotas tailored to each unit.

6. Safety & Compliance:

Strictly comply with regulations regarding Occupational Safety, Fire Prevention and Fighting (FPF), and Environmental Protection. Ensure absolute safety and hygiene for all units. Fully adhere to current State regulations and labor policies.

7. Sales & Business Operations:

- Develop sales policies, regulations, and debt management systems (including risk management solutions). Implement performance-based contracts (quota management) for each branch/customer.

- Export: Build plans to develop new markets and customers. Participate in international trade fairs and exhibitions to ensure committed export volume and revenue. Maintain responsibility for collecting outstanding debts and ensuring no over-limit or overdue debts occur.

8. Production Planning:

Operate according to the established schedule for 18 production lines (P/L) across factories, specifically:

- Tien Son Factory: P/L 1 and P/L 2: 10 months of operation.

- Thai Binh Factory: P/L 1 and P/L 2: 11 months of operation.

- My Duc Factory: P/L 1 and P/L 2: 11 months of operation.

- Eurotile Factory (4 lines): P/L 1 and P/L 4: 11 months; P/L 3: Cease production; P/L 2: Research investment to convert to roof tile production (expected operation from June to reduce downtime costs and increase profit).

- Eurotile P/L 5: 10 months of operation, leveraging advanced rolling technology and invested special-effect equipment.

- Hai Duong Factory (Ceramic/Semi-porcelain): P/L 1: 8 months; P/L 2: 9 months.

- Yen Phong Factory (Ceramic/Semi-porcelain): P/L 1: 11 months; P/L 2: 10 months.

- Thang Long Factory: Workshop 01 (02 lines): 10 months; Workshop 02 (01 roof tile line): 11 months.

- Product Development: Develop new samples for both domestic and export products in accordance with the business plan.

9.. Financial Management and Cash Flow

- Cash Flow Planning: Develop and monitor monthly cash flow plans to ensure stable business and production operations across all factories and units.

- Inventory Control: Establish and supervise finished goods inventory quotas based on sales and production plans. Ensure no inventory accumulation from new production and strictly adhere to the target of having no stock aged over one year.

- Receivables & Compliance: Effectively manage accounts receivable in line with the planned roadmap. Review and refine internal processes and regulations for strict document management to minimize invoice-related risks.

10.. Investment Activities

- In-depth Investment: Implement in-depth investment projects at factories according to the 2026 investment portfolio, ensuring feasibility, meeting production demands, and maximizing manufacturing capacity. Specifically, research and invest in the renovation and conversion of one production line at the Eurotile Factory for roof tile production.

- Integrated Solutions & Branding: Continue research and design activities focused on providing integrated product solutions (glass, sanitaryware - faucets, tiles, and autoclaved aerated concrete) within the Corporation's ecosystem. Invest in PR and commercial systems to boost sales and effectively leverage existing assets.

11. Research and Development (R&D)

- Product & Quality: Design and develop new product models and designs. Maintain continuous inspection and quality assessment of raw materials and finished goods across all units to ensure timely corrective actions.

- Digital Transformation: Finalize and apply Information Technology and Digital Transformation solutions in the management system (Production - Business - Finance) as per the approved plan. In 2026, focus on surveying, process standardization, and system architecture design for ERP - MES - HRM - CRM - DMS; step-by-step finalizing modules for sales, accounting, and general management.

Conclusion

Despite the upcoming challenges and difficulties, particularly the fluctuations in domestic and international socio-economic and political landscapes, the Board of Directors remains confident. With the trust and companionship of our valued Shareholders, the support of local authorities and partners, and the collective determination of the Board of Management and all employees, the Company will successfully achieve the 2026 targets and tasks assigned by the General Meeting of Shareholders and Viglacera Corporation - JSC.

Sincerely.

Recipients:

- *Company Shareholders;*
- *Board of Directors*
- (for record keeping)*

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

DOAN HAI MAU

Bac Ninh, May 20, 2026

REPORT OF THE SUPERVISORY BOARD
VIGLACERA TIEN SON JOINT STOCK COMPANY
(Presented at the 2026 Annual General Meeting of Shareholders)

Dear Shareholders!

• *Pursuant to the functions and duties of the Supervisory Board as stipulated in the Law on Enterprises, the Charter of Viglacera Tien Son Joint Stock Company (the "Company"), the Regulations on the Operation of the Supervisory Board, and other relevant legal provisions.*

• *Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders No. 03/VIT-ĐHĐCĐ dated March 25, 2025.*

• *Pursuant to the Resolution of the 2025 Extraordinary General Meeting of Shareholders No. 10/VIT-ĐHĐCĐ dated November 12, 2025.*

• *Based on the results of the monitoring, inspection, and supervision of management activities and business operations of Viglacera Tien Son Joint Stock Company in 2025.*

The Supervisory Board hereby submits to the General Meeting of Shareholders the report on its supervisory activities at Viglacera Tien Son Joint Stock Company during 2025 as follows:

I. Activities of the Supervisory Board

In 2025, the Supervisory Board maintained regular operations, fully attending meetings of the Board of Directors and the Management Board, including weekly, monthly, and quarterly briefing sessions, as well as extraordinary meetings regarding Company activities. These attendances aimed to monitor the status of production and business operations and to contribute opinions on the implementation of the plans approved by the General Meeting of Shareholders.

The Supervisory Board conducted inspection and supervision activities in coordination with functional departments to contribute to risk management and enhance the Company's corporate governance quality. Key activities included:

• **Supervising** the implementation of the 2025 General Meeting of Shareholders' Resolutions. Supervising the Board of Directors and the Board of Management in complying with State laws and the Company's Charter.

• **Supervising** compliance with the regulations and procedures of the Company, functional departments, and subordinate units.

• **Supervising** the execution of production and business plans as well as the financial status for 2025.

• **Appraising** the Business Performance Reports, the Company's interim (6-month) and annual Financial Statements for 2025, and the Board of Directors' management assessment reports.

- **Recommending** to the Board of Directors and the Director measures to amend, supplement, and improve the organizational structure, management, supervision, and administration of business operations for the Company and its member branches.

- **Contributing** comments on draft amendments and supplements to the Company's corporate governance regulations.

- **Other activities** as prescribed by law and the Company's Charter.

In 2025, in addition to regular meetings (4 times/year), the Supervisory Board also organized other meetings to discuss and reach a consensus on specific supervisory activities, arising issues, and professional exchanges, etc., with the full participation of all members. The details of the Supervisory Board's regular meetings in 2025 are as follows:

No	Number of participants	Main content
1	3/3	- Establishing the 2025 Operational Plan. - Evaluating the profiles of independent auditing firms; proposing the selection of an external auditor for the Company's 2025 Financial Statements.
2	3/3	- Appraising the Company's 2025 Interim (Semi-annual) Financial Statements. - Evaluating the business performance results for the first 6 months of 2025.
3	3/3	- Evaluating business performance results for Quarter III/2025. - Formulating the operational plan for Quarter IV/2025.
4	3/3	- Evaluating business performance results for Quarter IV/2025. - Formulating the operational plan for Quarter I/2026.

In the course of performing its supervisory duties on behalf of the shareholders, the Supervisory Board has been provided with favorable conditions by the Board of Directors and the Board of Management to fulfill its responsibilities. There were no pressures or barriers that hindered the execution of our assigned tasks.

II. Supervision Results of the Supervisory Board

1. Supervision of the implementation of the 2025 Annual General Meeting of Shareholders (AGM) Resolutions

1.1. Production and Business Results in 2025 The Company's key performance indicators for 2025, based on the audited 2025 Financial Statements, are as follows:

Indicators	Unit	Plan	perform	% TH/KH
Profit Before Tax	Million VND	90.056	92.287	102
Net Revenue	Million VND	2.389.903	2.307.298	97
External Accounts Receivable (outside VGC)	Million VND	28.877	20.438	71
Value of Finished Goods Inventory	Million VND	553.720	620.202	112

Overall, the Company's business performance in 2025 showed positive growth. Although revenue only reached 96% of the target, pre-tax profit achieved 102% of the plan. The Supervisory Board identifies two key factors contributing to these results:

- **The construction materials market** continued its recovery trend, particularly with a significant surge in domestic demand for **sintered stone** and **CNC-processed products**. Specifically, the sales volume of sintered stone reached 113% of the annual plan and 235% compared to the 2024 results, while revenue from CNC-processed products increased 3.3 times over the previous year.

- **Under the close guidance of the Board of Directors and the Board of Management**, combined with the efficiency of investment projects—such as the **Fluidized Bed Furnaces** at the Eurotile and My Duc factories—average factory production costs and scrap rates were maintained within the allocated budget.

However, there were two indicators where the Company fell short of the plan: **Revenue** and **Finished Goods Inventory Value**. Revenue reached only 96% of the target, primarily because the sales volume of **Granite tiles** only hit 94% of the plan and 97% compared to 2024 results. Consequently, although this is the Company's core product line (accounting for 87% of total revenue), it did not show growth in 2025 compared to the previous year. Furthermore, the finished goods inventory value increased by 12% over the plan. This was due to the Company taking advantage of favorable gas prices and proactively adjusting the production schedule to ensure sufficient stock during the planned production halt for periodic maintenance in **Quarter I/2026**.

1.2. Remuneration for the Board of Directors (BOD) and the Supervisory Board The Company has fully implemented the remuneration payments for the BOD and the Supervisory Board in strict accordance with the Resolution of the 2025 Annual General Meeting of Shareholders No. 03/VIT-ĐHĐCĐ, dated March 25, 2025.

1.3. 2024 Profit Distribution The Company has completed the appropriation of bonus and welfare funds, the bonus fund for managers achieving performance targets, and the payment of cash dividends from 2024 after-tax profits. These actions were carried out in compliance with the Resolution of the 2025 Annual General Meeting of Shareholders No. 03/VIT-ĐHĐCĐ, dated March 25, 2025.

1.4. Implementation of the Investment Plan In accordance with the approvals in the 2025 Annual General Meeting of Shareholders' Resolution, the Company executed the following investments during the year:

No	Investment Items (Projects)	Unit	Plan	Amount spent (million VND)
1	Investing in a fluidized bed furnace to provide heat for the ATM 6500L spray drying tower at the Viglacera My Duc factory.	million vnd	14.071	13.207
2	Renovation, repair, and conversion of production line 2 at Viglacera Tien Son factory for 800x800 ceramic tiles.	million vnd	34.500	33.930
3	Fire protection system	million vnd	6.478	In progress
4	Toyota Fortuner	million vnd	1.434	1.428
	Total		56.483	48.565

Accordingly, the **"Installation and Renovation of the Fire Prevention and Fighting System at Viglacera Thai Binh Factory"** project has not yet met the schedule approved by the 2025 Annual General Meeting of Shareholders. The delay is due to the factory having to adjust the execution timeline of specific items to align with production plans while ensuring site safety, which prevented the simultaneous implementation of various components as originally planned. Currently, the project is in the vetting and licensing phase. It is expected to be completed in **Quarter II/2026**.

1.5. Amendments and Supplements to the Company's Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors In accordance with the approval in the 2025 Annual General Meeting of Shareholders' Resolution, on March 25, 2025, the Chairman of the Board of Directors signed and issued the updated Company Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors, incorporating the amendments approved by the General Meeting of Shareholders.

2. Supervision of the implementation of the 2025 Extraordinary General Meeting of Shareholders (EGM) Resolutions

2.1. Merger Plan of Viglacera Thang Long JSC ("TLT") and Viglacera Hanoi JSC ("VIH") into Viglacera Tien Son JSC ("VIT") On November 12, 2025, the Company signed Merger Agreement No. 01/HĐSN-VIT-TLT with Viglacera Thang Long JSC and No. 02/HĐSN-VIT-VIH with Viglacera Hanoi JSC regarding the merger of TLT and VIH into VIT via a stock swap method. This process strictly adhered to the Resolution of the 2025 Extraordinary General Meeting of Shareholders No. 10/VIT-ĐHĐCĐ dated November 12, 2025.

2.2. Stock Issuance Plan for the Swap under the Merger Agreements On November 14, 2025, the Board of Directors issued Resolution No. 122/VIT-HĐQT regarding the approval of the detailed implementation of the stock issuance for the swap. On January 8, 2026, the Company issued Notice No. 23/VIT-TCKT regarding the stock issuance for the swap. On March 11, 2026, the Company issued Notice No. 183/VIT-TCKT regarding the adjustment of the last registration date and the record date for the swap. On March 24, 2026, the Company issued Notice No. 220/VIT-TCKT reporting the results of the stock issuance for the swap. The remaining steps are being carried out according to the established roadmap.

2.3. Signing of Product Consumption Contracts with Viglacera Thang Long JSC, Viglacera Hanoi JSC, and Viglacera Autoclaved Aerated Concrete JSC The Company has entered into product consumption contracts with Viglacera Thang Long JSC, Viglacera Hanoi JSC, and Viglacera Autoclaved Aerated Concrete JSC in accordance with the Resolution of the 2025 Extraordinary General Meeting of Shareholders No. 10/VIT-ĐHĐCĐ dated November 12, 2025. Specifically:

	Signing date	Contract number
Viglacera Thang Long Joint Stock Company	01/01/2026	01/HĐBTSP-2026/VIT-TLT
Viglacera Hanoi Joint Stock Company	02/01/2026	01/HĐTTSP-2026/VIT-TLT
Viglacera Aerated Concrete Joint Stock Company	01/01/2026	01/ VIT-VIG.AAC/HĐTTSP-2026

3. 2025 Financial Statements and Financial Status

3.1. The Company's Financial Statements

The Supervisory Board has appraised the interim (6-month) and annual Financial Statements for 2025 based on the audit results provided by the independent auditor, Deloitte Vietnam Co., Ltd. The 2025 Financial Statements were prepared and presented fairly and accurately, in accordance with Vietnamese Accounting Standards (VAS) and current regulations, reflecting the true financial position and business operations of the Company.

Throughout the 2025 fiscal year, the Company consistently applied accounting policies and principles for determining accounting estimates from previous periods. The application of these policies and principles is deemed appropriate for the Company's operational characteristics.

The Supervisory Board detected no material misstatements, fraud, or potential fraud risks in the financial statements.

3.2. Financial Status of the Company

In 2025, the Company effectively utilized and preserved its capital, achieving an after-tax profit of **VND 73.4 billion**.

Capital and Cash Flow Management: The Company established weekly, monthly, quarterly, and annual cash flow plans; actively collaborated with banks to ensure liquidity for business activities, negotiated interest rates, and minimized interest expenses.

As of December 31, 2025:

- **Total Assets:** Stood at VND 2,118 billion, an increase of VND 3 billion compared to the beginning of the year. Within this, Current Assets increased by VND 120 billion, primarily due to a VND 125 billion rise in short-term receivables and a VND 55 billion increase in inventory, while cash balances decreased by VND 60 billion. Non-current Assets decreased by VND 117 billion, mainly due to depreciation. Fixed assets were managed, utilized, and depreciated in compliance with State regulations and the Company's internal policies.

- **Liabilities:** Totaled VND 1,467 billion, a decrease of VND 17 billion compared to the beginning of the year, primarily due to the reduction in loans and finance lease liabilities. Specifically, short-term loans decreased by VND 56 billion, and long-term loans decreased by VND 140 billion.

- **Owner's Equity:** Reached VND 651 billion, an increase of VND 21 billion compared to the beginning of the year, corresponding to the difference in after-tax profit between 2025 and 2024.

The Company's business performance in 2025 was strong: revenue increased by VND 164 billion (8%), gross profit rose by VND 34 billion (17%), and after-tax profit grew by VND 21 billion (40%) year-on-year. However, the Company's interest expense remained high at VND 84 billion (equivalent to 36% of gross profit).

As of December 31, 2025, the Debt-to-Equity ratio was 2.25 times. This ratio decreased slightly compared to the beginning of the year as the Company settled maturing loans and utilized strong operational cash flow to reduce the need for additional debt; however, it remains relatively high. Liabilities are fully tracked and strictly managed under current State regulations; they have been reconciled and confirmed with no disputes arising from customers or suppliers. All provisions have been fully established based on reliable estimates.

4. Internal Control System, Risk Management, and Internal Audit

The Company's system of procedures and regulations is strictly managed and continuously updated, providing active support for controlling operations across the entire Company. Recommendations from the Supervisory Board and consulting units to improve the internal control system have been fully acknowledged and implemented.

5. Supervision Results of the Activities of the Board of Directors, the Board of Management, and Shareholders

5.1. For the Board of Directors (BOD)

The Board of Directors has seriously implemented the contents approved by the 2025 Annual General Meeting of Shareholders, strictly complying with legal regulations as well as the Company's Charter. The BOD's meetings and activities were organized and conducted in accordance with the Charter and current laws, achieving high consensus among members. In

2025, the BOD held regular and extraordinary meetings, issuing 177 minutes and resolutions. These resolutions align with the functions and authorities prescribed by law and the Company's Charter, ensuring timely guidance for the Company's production and business operations throughout the year.

5.2. For the Board of Management

The Board of Management has seriously, fully, and promptly implemented the decisions and resolutions of the BOD regarding the execution of production and business plans, investment activities, and other operational aspects. Furthermore, the Board of Management exercised close and decisive leadership in operations, proactively and flexibly implementing effective and timely measures to minimize negative impacts on the Company's business activities.

5.3. Compliance with the Charter and Internal Governance Regulations

Management levels, functional departments, individuals, and related units within the Company strictly and fully complied with the Charter, regulations, procedures, and internal governance rules.

5.4. For Shareholders

In 2025, the Supervisory Board did not receive any petitions or requests for inspection from shareholders or employees regarding the activities of the Board of Directors, the Board of Management, or the Company's management staff.

Dưới đây là bản dịch tiếng Anh chuyên nghiệp cho phần cuối của báo cáo, tập trung vào kế hoạch năm tới và các đề xuất mang tính chiến lược:

III. 2026 Operational Plan of the Supervisory Board

The Supervisory Board shall continue to perform its duties on behalf of the shareholders to supervise all business, governance, and management activities of the Company. We will further strengthen internal inspection and control throughout the entire system to monitor compliance with the Company's operational regulations and enhance financial safety.

In 2026, the Supervisory Board will maintain regular and quarterly supervisory activities in accordance with the Company's Charter and legal regulations, ensuring that all Company operations strictly comply with the Law on Enterprises and the Law on Securities.

IV. Recommendations of the Supervisory Board

The year 2025 demonstrated a positive recovery and transition in the construction materials market. Entering 2026, the Supervisory Board submits the following recommendations to the Board of Directors and the Board of Management:

- **Market Responsiveness:** Continue to closely monitor market trends, state policies, and laws to provide timely and flexible directions, ensuring the Company develops stably, meets or exceeds targets set by the General Meeting of Shareholders, maximizes shareholder benefits, and ensures welfare for employees.

- **Production and Inventory Control:** Continue directing the stabilization of production lines to ensure product quality meets customer requirements. Implement strict inventory management to prevent capital stagnation caused by high inventory levels.

- **Export and Sales Strategy:** Promote direct export activities. Develop plans to clear finished goods inventory, particularly slow-moving items. Boost the sales of Eurotile and Vasta branded products, as these lines yield the highest gross profit margins despite currently low sales volumes.

- **Financial Management:** Implement measures to forecast and balance cash flow to ensure liquidity for production and business. Simultaneously, develop plans to restructure loans and control borrowings to reduce bank debt balances, thereby lowering financial expenses and maintaining the debt ratio at a safe threshold.

- **Cost Optimization:** Continue implementing cost-saving measures and reducing loss rates to lower factory production costs.

- **Post-Merger Governance:** Finalize the system of internal governance regulations and procedures to align with the Company's actual operations following the completion of the merger procedures for Viglacera Thang Long JSC and Viglacera Hanoi JSC.

The above is the full report of the Supervisory Board regarding the supervision activities in 2025. We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Sincerely.

Recipients:

- As addressed;
- Board of Directors, Company Director;
- Archived: Supervisory Board.

**On behalf of the Company's Supervisory Board,
the Chairman**

Nguyen Quang Hai

No.: 02/VIT-DHDCD

Bac Ninh, March 20, 2026

(Draft) MINUTES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIGLACERA TIEN SON JOINT STOCK COMPANY

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its amending documents and implementation guidelines;
- The Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its implementation guidelines;
- The Charter on Organization and Operation of Viglacera Corporation - JSC approved by the General Meeting of Shareholders on April 27, 2021, and its amendments and supplements.

I. ENTERPRISE NAME, TIME, LOCATION, AND PARTICIPANTS

1. Enterprise Name: Viglacera Tien Son Joint Stock Company

- Headquarters: Tien Son Industrial Park, Dai Dong Commune, Bac Ninh Province.
- Business Registration Number: 2300317851
- (Hereinafter referred to as the "Company").

2. Time: 08:30 AM, May 20, 2026.

3. Location: Tien Son Industrial Park, Dai Dong Commune, Bac Ninh Province.

4. Participants:

4.1. Delegates and Guests: Representatives of Viglacera Corporation - JSC:

- Mr. ...;
- Mr. ...;

4.2. Shareholders and Authorized Representatives of Viglacera Tien Son Joint Stock Company named in the List of Shareholders finalized on April 15, 2026, who have validly registered for the Meeting (List attached).

4.3. The Board of Directors of the Corporation.

4.4. The Board of Management of the Company.

4.5. The Supervisory Board of the Company.

4.6. Representatives of Bank officials, Securities companies, and Financial investment firms.

II. CONTENTS AND PROCEEDINGS OF THE MEETING

After performing the opening ceremonies and declaring the reasons for convening the 2026 Annual General Meeting of Shareholders (AGM) of Viglacera Tien Son Joint Stock Company.

1. Mr. Bui Anh Dung, on behalf of the Shareholder Eligibility Verification Team, reported the results as follows:

- According to the List of Shareholders finalized on April 15, 2026, the total number of shareholders of Viglacera Tien Son Joint Stock Company is 11,436 corresponding to 68,801,662 shares owned, equivalent to VND 688,016,620,000 of the Company's charter capital.
- The total number of voting shares is 68,801,662 shares (Sixty-eight million, eight hundred and one thousand, six hundred and sixty-two shares), where each ordinary share corresponds to one vote.
- As of 08:30 AM on May 20, 2026, the number of shareholders attending (directly or via valid authorized proxies) is ... shareholders, representing ... shares, accounting for ...% of the total voting shares of Viglacera Tien Son Joint Stock Company.
- Pursuant to Article 145 of the Law on Enterprises No. 59/2020/QH14 and the Charter of the Company, the 2026 Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company is valid and eligible to proceed.

2. Mr. Pham Huu Nguyen, on behalf of the Organizing Committee:

- Introduced the delegates.
- Introduced the Chairperson of the Meeting: **Mr. Doan Hai Mau** – Chairman of the Board of Directors (BOD).

3. Mr. Doan Hai Mau – Chairperson of the Meeting, introduced the members of the Presidium to co-preside over the Meeting, including:

- Mr. Le Tien Dung – Director of the Company.
- Mr. Dinh Quang Huy – Member of the BOD.

4. Mr. Doan Hai Mau – Chairperson of the Meeting, introduced the members of the Secretariat, including:

- Mr. Vu Quoc Tuan – Head of the Planning and Investment Department.
- Ms. Dam Thi Hao – Deputy Head of the Administration and Human Resources Department.

5. Election of the Vote Counting Committee: Mr. Le Tien Dung – Director of the Company and Member of the BOD, on behalf of the Presidium, introduced the Vote Counting Committee for the Meeting's approval, consisting of:

1. Mr. Bui Anh Dung – Head of the Committee
2. Mr. Nguyen Dinh Cuong – Member
3. Ms. Dam Ngoc Tu – Member

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the **Vote Counting Committee** for the 2026 Annual General Meeting of Shareholders was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

6 . Approval of the Meeting Agenda

Mr. Doan Hai Mau – Chairman of the Board of Directors, on behalf of the Presidium, presented the working agenda of the Meeting for approval.

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the **Meeting Agenda** for the 2026 Annual General Meeting of Shareholders was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

7 . Approval of the Regulations on Organizing the 2026 Annual General Meeting of Shareholders.

Mr. Nguyen Xuan Dong – Chief Accountant and member of the Meeting Organizing Committee, as assigned by the Presidium, presented the Regulations on Organizing the 2026 Annual General Meeting of Shareholders.

Mr. Doan Hai Mau – Chairman of the Board of Directors, on behalf of the Presidium, presented the Regulations on Organizing the Meeting for approval.

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the Regulations on Organizing the 2026 Annual General Meeting of Shareholders were approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

8. Presentation of Reports and Proposals to the Meeting.

8.1. Mr. Le Tien Dung – Director of the Company, on behalf of the Board of Management, presented the Report of the Board of Management of Viglacera Tien Son Joint Stock Company at the 2026 AGM (The contents of the Report of the Board of Management were disclosed and sent to shareholders in the Meeting documents).

8.2. Mr. Doan Hai Mau – Chairman of the Board of Directors, on behalf of the BOD, presented the Report of the BOD of Viglacera Tien Son Joint Stock Company at the 2026 AGM (The contents of the Report of the BOD were disclosed and sent to shareholders in the Meeting documents).

8.3. Mr. Nguyen Quang Hải – Head of the Supervisory Board, on behalf of the SB, presented the Report of the SB of Viglacera Tien Son Joint Stock Company at the 2026 AGM (The contents of the Report of the SB were disclosed and sent to shareholders in the Meeting documents).

8.4. Mr. Doan Hai Mau – Chairman of the Board of Directors, on behalf of the BOD, presented the Proposal of the BOD to the 2026 AGM of Viglacera Tien Son Joint Stock Company regarding the following contents:

- 2025 Financial Statements audited by Deloitte Vietnam Co., Ltd., and the 2025 Business Results Report of the Board of Management.
- 2025 Report of the Board of Directors and 2026 Business and Production Orientations.
- 2025 Report of the Supervisory Board on business and production monitoring results.
- 2025 Remuneration for the Board of Directors and the Supervisory Board.
- 2025 Profit Distribution Plan.
- 2026 Business, Production, and Development Investment Plan.
- Investment Plan for the Autoclaved Aerated Concrete (AAC) production line project with a capacity of 500,000 \$m³/year and auxiliary production lines at Viglacera Eurotile Plant.
- 2026 Expected Remuneration for the Board of Directors and the Supervisory Board.
- 2026 Expected Dividend Rate.
- Utilization Plan for the Development Investment Fund.
- Execution of Contracts/Transactions with related parties in 2026.
- Merger Plan of Viglacera Ceramic Tiles Trading Company Limited into Viglacera Tien Son Joint Stock Company.
- Authorization for the Board of Directors to select auditing firms from the list of auditing units approved by the State Securities Commission, based on the proposal of the Company's Supervisory Board.
- Amendments and Supplements to the Company's Charter.
- Amendments and Supplements to the Internal Regulations on Corporate Governance.
- Amendments and Supplements to the Regulations on the Operations of the Company's Board of Directors.

- Information Disclosure: Information regarding the Company's business and production activities shall be posted on the website: viglaceratienson.com

(The contents of the BOD's Proposal were disclosed and sent to shareholders in the Meeting documents).

9. The Meeting proceeded to discuss the reports and proposals presented at the Meeting:

9.1. Mr. Doan Hai Mau, on behalf of the Presidium, introduced and invited the representative of Viglacera Corporation - JSC to deliver a speech.

9.2. Discussion details: After shareholders raised questions, members of the Presidium addressed each question. A summary of the questions and answers is attached to these Minutes.

10. Voting to approve the reports and contents presented at the Meeting:

Mr. Le Tien Dung – Director of the Company and Member of the BOD, on behalf of the Presidium, requested the Meeting to vote on the contents submitted by the BOD for approval, using the method of ticking the voting ballot for each of the following items:

10.1. The Meeting unanimously approved the 2025 Financial Statements audited by Deloitte Vietnam Co., Ltd., and the 2025 Business Results Report of the Board of Management.

The content was approved as stated in Section 1 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the Report of the Board of Management was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.2. The Meeting unanimously approved the 2025 Board of Directors' Report and the 2026 Business and Production Orientations.

The content was approved as stated in Section 2 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
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Accordingly, the Board of Directors' Report was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.3. The Meeting unanimously approved the Supervisory Board's Report on the 2025 business and production monitoring results.

The content was approved as stated in Section 3 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the Supervisory Board's Report was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.4. The Meeting unanimously approved the remuneration for the Board of Directors and the

The content was approved as stated in Section 4 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the remuneration for the Board of Directors and the Supervisory Board was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.5. The Meeting unanimously approved the 2025 profit distribution plan:

The content was approved as stated in Section 5 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
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Accordingly, the 2025 profit distribution plan was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.6. The Meeting unanimously approved the 2026 business, production, and development investment plan.

The content was approved as stated in Section 6 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the 2026 business, production, and development investment plan was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.7. The Meeting unanimously approved the investment plan for the Autoclaved Aerated Concrete (AAC) production line project with a capacity of 500,000 \$m³/year and auxiliary production lines at Viglacera Eurotile Plant; and simultaneously authorized the Board of Directors to establish, approve, and implement the project in compliance with the Company's internal procedures and legal regulations.

The content was approved as stated in Section 7 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the investment plan for the Autoclaved Aerated Concrete (AAC) production line project with a capacity of 500,000 \$m³/year and auxiliary production lines at Viglacera Eurotile Plant was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.8. The Meeting unanimously approved the 2026 remuneration plan for the Board of Directors and the Supervisory Board as follows.

The content was approved as stated in Section 8 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the 2026 remuneration plan for the Board of Directors and the Supervisory Board was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.9. The Meeting unanimously approved the 2026 dividend plan: Expected minimum dividend of 15% of the charter capital.

The content was approved as stated in Section 9 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the 2026 dividend plan was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.10. The Meeting unanimously approved the utilization plan for the Development Investment Fund.

The content was approved as stated in Section 10 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the 2026 Development Investment Fund utilization plan was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.11. The Meeting unanimously approved contracts and transactions between the Company and its related parties.

The content was approved as stated in Section 11 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the execution of contracts and transactions between the Company and related parties in 2026 was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.12. Approval of the merger plan of Viglacera Ceramic Tiles Trading Company Limited into Viglacera Tien Son Joint Stock Company.

The content was approved as stated in Section 12 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the merger plan of Viglacera Ceramic Tiles Trading Company Limited into Viglacera Tien Son Joint Stock Company was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.13. Approval of the authorization for the Board of Directors to select auditing firms from the list of auditing units approved by the State Securities Commission, based on the proposal of the Company's Supervisory Board.

The content was approved as stated in Section 13 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the authorization for the Board of Directors to select auditing firms was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

14. Approval of the amendments and supplements to the Company's Charter.

The content was approved as stated in Section 14 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the amendments and supplements to the Company's Charter were approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.15. Approval of the amendments and supplements to the Internal Regulations on Corporate Governance.

The content was approved as stated in Section 15 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the amendments and supplements to the Internal Regulations on Corporate Governance were approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

10.16. Approval of the amendments and supplements to the Regulations on the Operations of the Company's Board of Directors.

The content was approved as stated in Section 16 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the amendments and supplements to the Regulations on the Operations of the Company's Board of Directors were approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

17. Approval of information disclosure: Information regarding the Company's business and production activities shall be posted on the website: <https://viglaceratienson.com>.

The content was approved as stated in Section 17 of the Board of Directors' Proposal (presented in Section 8.4 of the Minutes).

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, the information disclosure was approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

III. APPROVAL OF THE DRAFT MINUTES, THE GENERAL MEETING'S RESOLUTION, AND CLOSING OF THE MEETING.

The Minutes of the 2026 Annual General Meeting of Shareholders (AGM) were fully and truthfully recorded by the Meeting Secretariat and prepared on May 20, 2026, immediately after the conclusion of the agenda of the 2026 AGM of Viglacera Tien Son Joint Stock Company.

Mr. Vu Quoc Tuan, on behalf of the Meeting Secretariat, presented the Draft Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company.

Mr. Doan Hai Mau – Chairman of the Board of Directors, on behalf of the Chairpersonship, requested the Meeting to vote to approve the contents of the Minutes and the Resolution of the General Meeting.

The voting ratios are as follows:

For:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Against:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders
Abstain:	... votes	Representing ...% of the total voting shares of all attending and voting shareholders

Accordingly, at the Meeting, the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders were approved with a rate of ...% of the total voting shares of attending and voting shareholders in favor.

The Meeting was adjourned at on the same day./.

MEETING SECRETARY

ON BEHALF OF THE CHAIRPERSONSHIP

Vu Quoc Tuan

No.: 03/VIT-DHDCD

Bac Ninh, March 20, 2026

(DRAFT) RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

THE GENERAL MEETING OF SHAREHOLDERS
VIGLACERA TIEN SON JOINT STOCK COMPANY

Pursuant to:

- **Law on Enterprises** No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its guiding and amending documents;
- **Law on Securities** No. 54/2019/QH14 dated November 26, 2019, and its guiding documents;
- The current **Charter** of Viglacera Tien Son Joint Stock Company;
- The **Minutes** of the Annual General Meeting of Shareholders of Viglacera Tien Son Joint Stock Company dated May 20, 2026.

RESOLVES:

Article 1: To approve the 2025 Financial Statements audited by Deloitte Vietnam Co., Ltd., and the 2025 Business Results Report of the Board of Management.

Article 2: To approve the 2025 Board of Directors' Report and the 2026 Business and Production Orientations.

Article 3: To approve the Supervisory Board's Report on the 2025 business and production monitoring results.

Article 4: To approve the 2025 remuneration for the Board of Directors and the Supervisory Board.

Article 5: To approve the 2025 profit distribution plan.

Article 6: To approve the 2026 business, production, and development investment plan.

Article 7: To approve the investment plan for the Autoclaved Aerated Concrete (AAC) production line project with a capacity of 500,000 m^3 /year and auxiliary production lines at Viglacera Eurotile Plant.

Article 8: To approve the 2026 expected remuneration plan for the Board of Directors and the Supervisory Board.

Article 9: To approve the 2026 dividend plan.

Article 10: To approve the utilization plan for the Development Investment Fund.

Article 11: To approve contracts and transactions between the Company and related parties.

Article 12: To approve the merger plan of Viglacera Ceramic Tiles Trading Company Limited into Viglacera Tien Son Joint Stock Company.

Article 13: To approve the authorization for the Board of Directors to select auditing firms from the list of auditing units approved by the State Securities Commission, based on the proposal of the Company's Supervisory Board.

Article 14: To approve the amendments and supplements to the Company's Charter.

Article 15: To approve the amendments and supplements to the Internal Regulations on Corporate Governance.

Article 16: To approve the amendments and supplements to the Regulations on the Operations of the Company's Board of Directors.

Article 17: To approve the information disclosure: Information regarding the Company's business and production activities shall be posted on the website: **viglacerationson.com**

Article 18: The General Meeting of Shareholders assigns the Board of Directors and the Supervisory Board to implement the contents of this Resolution in accordance with the law and the Company's Charter, and to report the results to the next General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders;
- State Securities Commission (SSC); Hanoi Stock Exchange (HNX) (for information disclosure);
- Viglacera Corporation;
- Board of Directors, Supervisory Board, Board of Management of the Company;
- Departments and Divisions;
- Board of Directors.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON OF THE MEETING**

(Signature and Seal)